

WHAT IS CLAIMED:

- 1           1.    An internet-based system for recruiting  
2 candidates for employment having at least one server  
3 computer operably connected to at least one database and  
4 serving a plurality of client computers, the at least one  
5 server computer being configured to:  
6           receive input defining a plurality of employment  
7 requisitions wherein each employment requisition has  
8 associated candidate matching criteria;  
9           host an interactive interface for presenting a  
10 plurality of candidates with an employment skills  
11 questionnaire;  
12           assess each candidate based on a comparison  
13 between each candidate's employment skills and the candidate  
14 matching criteria; and  
15           host an interactive interface for allocating the  
16 employer-hosted recruiting event invitations to candidates  
17 wherein the invitations are allocated based on the  
18 assessment.
- 1           2.    The system of claim 1 additionally configured  
2 to host an interface for presenting a profile of each  
3 candidate wherein each profile comprises an assessment of  
4 how well a candidate's employment skills match the candidate  
5 matching criteria.
- 1           3.    The system of claim 2 wherein each candidate  
2 profile additionally comprises an assessment of the  
3 candidate's leadership behaviors based on the skills  
4 questionnaire.

1                   4.    The system of claim 1 additionally configured  
2   to host an interface for defining and scheduling the  
3   employer-hosted recruiting events.

1                   5.    The system of claim 1 additionally configured  
2   to host an interface for receiving an assessment of each  
3   candidate attending an employer-hosted recruiting event.

1                   6.    The system of claim 5 wherein the assessment  
2   comprises an assessment of a candidate's interview  
3   performance.

1                   7.    The system of claim 5 wherein the assessment  
2   comprises an assessment of a candidate's performance during  
3   a group observation exercise.

1                   8.    The system of claim 5 wherein the assessment  
2   comprises a placement recommendation for the candidate  
3   wherein the recommendation is based on the candidate's  
4   discussions with a mentor.

1                   9.    The system of claim 5 additionally configured  
2   to host an interface for presenting each candidate's  
3   assessment in real-time during the employer-hosted  
4   recruiting event.

1                   10.   The system of claim 9 additionally configured  
2   to host an interface for selecting candidates for hire based  
3   on the assessment wherein the system automatically sends  
4   selected candidates an offer letter in an electronic format  
5   prior to the conclusion of the employer-hosted recruiting  
6   event.

1                   11. The system of claim 1 additionally configured  
2 to host an interface for defining a plurality of university-  
3 specific recruiting web pages wherein each page comprises  
4 information for candidates regarding recruiters and on-  
5 campus recruiting activities at their university.

1                   12. The system of claim 1 additionally configured  
2 to host an interface for defining hiring objectives wherein  
3 the hiring objectives comprise a target number of hires and  
4 diversity initiatives.

1                   13. The system of claim 12 wherein the interface  
2 for defining hiring objectives presents a recruiting status  
3 report indicating the degree to which the hiring objectives  
4 have been met.